EXHIBIT 2487

2010 Annual Performance Review

Compensation Training for Managers

December 2009

EXHIBIT 2487
Deponent Keiper
Date 3-28-13
Gina V. Carbone, CSR

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Agenda

1. Key Underlying Philosophies & Total Rewards Overview

2. Refresh on the Performance Levels & Ranking Process

3. Cash Compensation

4. Equity Compensation

5. High Level Timeline

6. Next Steps

7. Resources

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Performance Management Strategy

Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business

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Performance Management Framework

Total Rewards Overview

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Ranking Definition

- Ranking is a process to identify levels of performance across the company

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Ranking Process

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Performance Levels
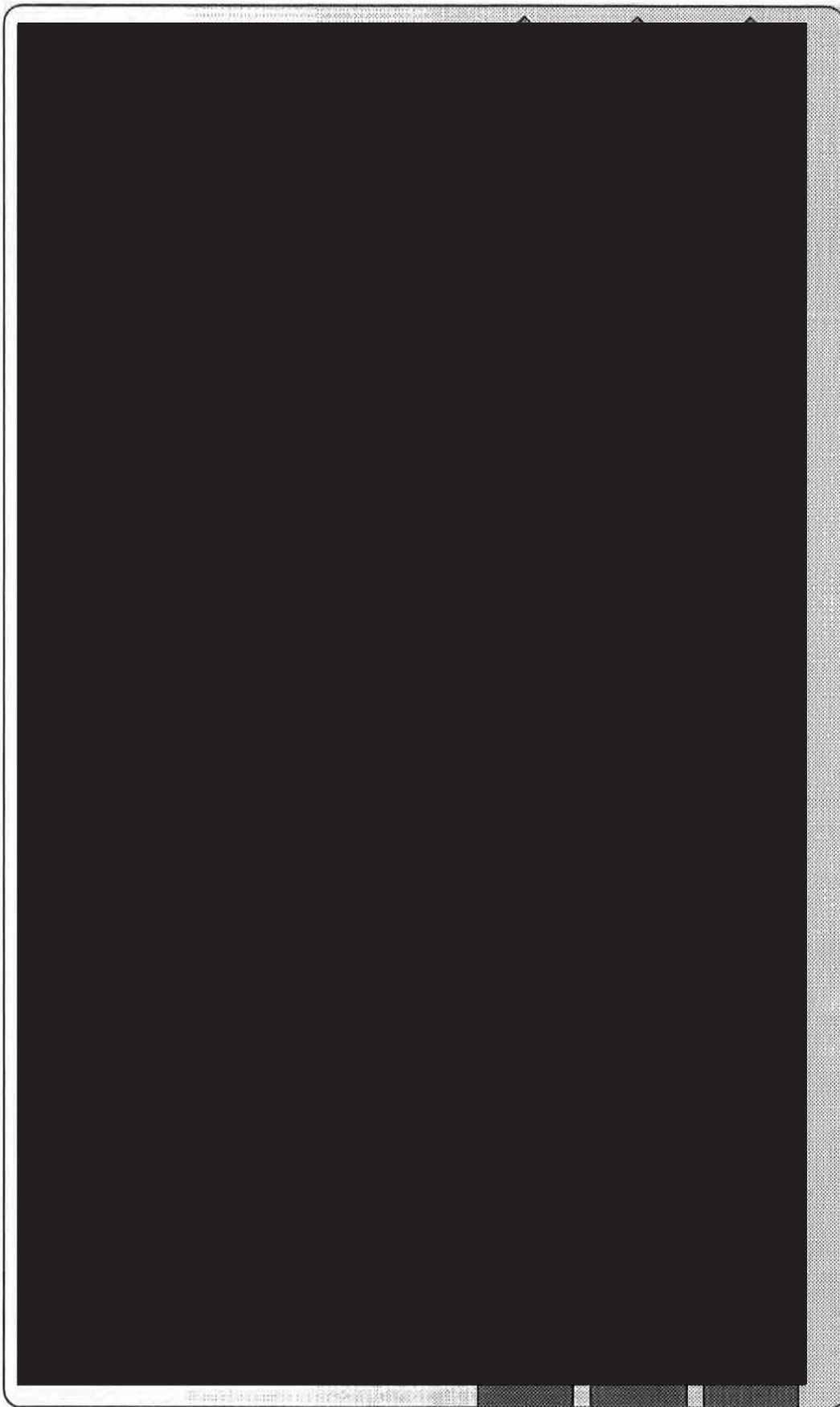
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Leading to Win

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Annual Review: Cash and Equity Compensation

- **Cash Compensation**
  - Salary Budget Methodology and Overview
  - Budgets by Country
  - Salary Increase Matrix and Considerations
  - Salary Tool
- **Equity Compensation**
  - Equity Budget Methodology and Overview
  - Equity Grant Considerations
  - Stock Tool

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Annual Review Salary Budget Methodology

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Salary Budget Overview

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Salary Budgets by Country*

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Salary Increase Considerations for Managers

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Salary Increase Matrices

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Annual Review Salary Tool

- Annual Review Salary Tool will be open starting December 14 for all managers to enter preliminary salary and performance level recommendations

- Refer to the Adobe Presenter available on the Managers' Annual Review website or within the Salary Tool for help using the tool

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Annual Review Equity Budget Methodology

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Equity Overview

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Equity Grant Considerations for Senior Leaders

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Annual Review Stock Summary

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Annual Performance Review
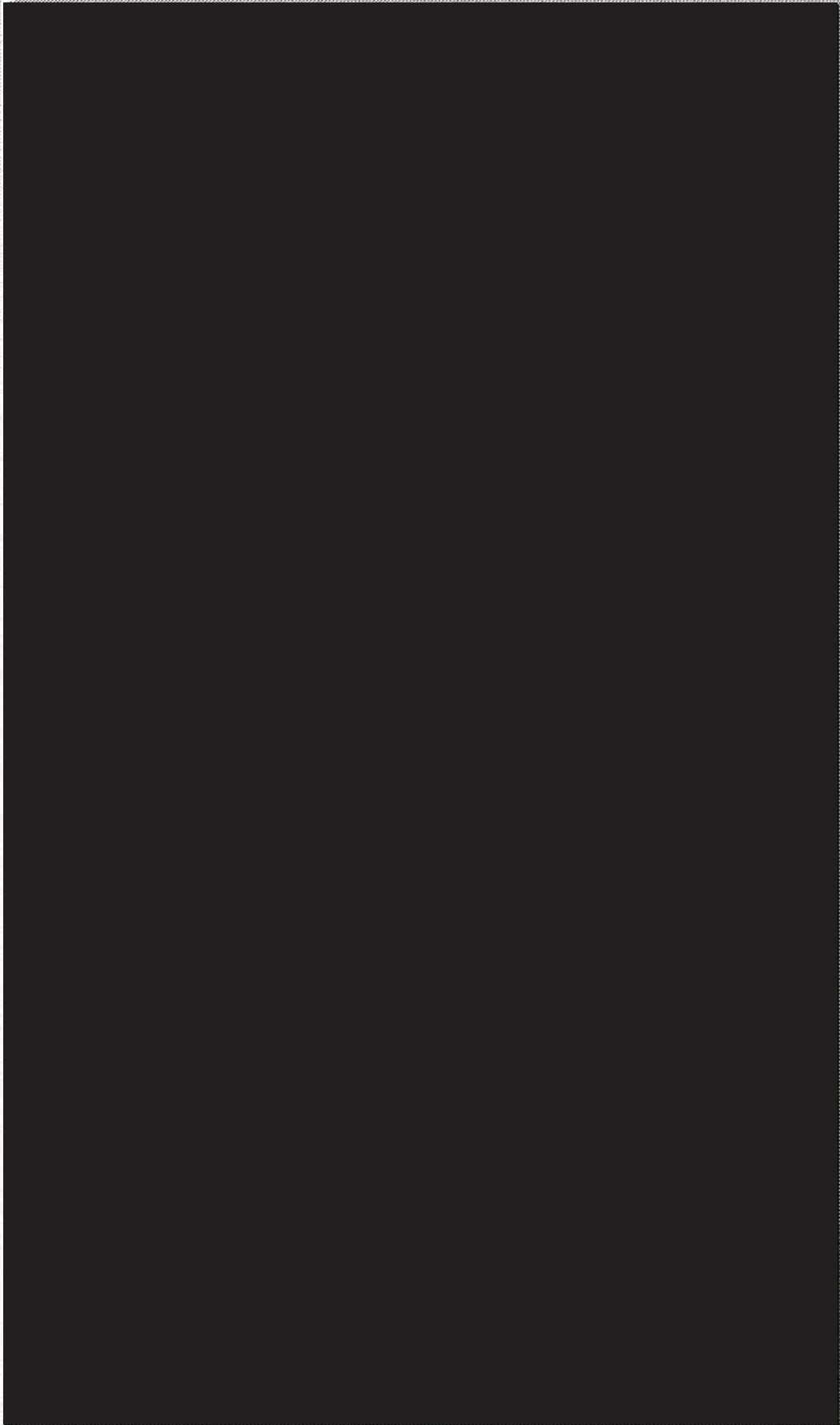
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Next Steps

- If asked, participate in Ranking sessions for your organization

- In the Salary Tool, enter your salary and performance level recommendations for each of your employees by January 6

- Write reviews via Appraisal Form for each employee
  - If you choose, as an FYI, send a copy of the appraisal via Workspace to your manager

- Review resources for delivering effective feedback

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Cash & Equity Compensation Resources

- Phase 2 Compensation Summary

- Annual Review Salary Tool training

  - Click the "Training" button in the Salary Tool or on the Manager's Annual Review website

  - For New Managers: Instructions on how to download the SAP GUI to access the Salary Tool

- Job/Salary Range Website

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- Performance Shares and Restricted Stock Units (RSU) Training

- Total Rewards Overview (online module)

  - Part 1 - Total Rewards Overview

  - Part 2 - Compensation Fundamentals

  - Part 3 - Compensation Programs

- General Compensation Info (pdf)

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General Resources

- 2010 Managers' Annual Performance Review Website
  - Reference documents, trainings, communications, Appraisal Form
- 2010 Employees' Annual Performance Review Website
  - Trainings, Appraisal Form, communications
- Managing at Adobe Website
- If you have questions about...
  - The Appraisal Form: contact the IT Service Desk at x6HELP
 - Annual Performance Review timeline, process or tools:
    - In North America and India: contact the HRIC at x6HELP or hric@adobe.com
    - In all other geos: contact your local HR Manager
  - An employee issue: contact your HR Manager
  - Evaluating performance, ranking, department specific dates: contact your manager

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